

CANTON PROFESSIONAL EDUCATORS' ASSOCIATION

Paul Palomba, President

BUILDING LEADERSHIP REPRESENTATIVE ASSEMBLY

8 September 2015

I. CALL TO ORDER

The meeting of the Building Leadership Representative Assembly (BLR) of the Canton Professional Educators' Association was called to order by the President, Paul Palomba, on September 8, 2015 at 4:17pm.

II. SECRETARY'S REPORT

The following ELT members were in attendance:

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|-----------------|------------------|-----------------------|-----------------|
| Randy Bifolchi | Cheryl Bissmeyer | Darren Furno | Bobbie Grimm |
| John Huntsman | David Kliem | Michelle Martin Jones | Tonya McKay |
| Paul Palomba | Geneva Parker | Yvonne Parks | Tina Riley |
| Sandy Rosetta | Leslie Roteck | Patricia Scheetz | David Schmidt |
| Jennifer Schott | Greg Soper | Dennis Stroud | Patricia Tercek |
| Mary Vretas | Lynne Watson | Kathryn Wengerd | Karen Zutali |

The following ELT members were not in attendance:

Cherie Johnson-Clark

*denotes excused absence

Tish Scheetz made a motion to accept the minutes from the August 3 and 4, 2015 ELT Retreat. Cheryl Bissmeyer seconded the motion. There was no discussion. Motion passed.

III. CORRESPONDENCE

Tish Scheetz shared correspondence from the families of Dana Hamsher, Dennis Casady who each recently passed away, and from Andria Michael. CPEA member Robyn Patterson sent a thank you for the CPEA shirt she received last May. CPEA member Cindy Herold sent a belated thank you for the Taggart's gift card she received as a building rep last Christmas, for the John's Bar gift certificate she received and for the CPEA shirt. Scholarship thank you cards were received from Luke Franks, Debby Franks, Chelsea Arnold, Ben Lehotay, Brian James and Kyle Monnot. Correspondence was received from Skyland Pines thanking CPEA for holding our annual Spring Banquet at their center. Hyatt Place Worthington also sent a thank you for CPEA's recent stay at their hotel.

IV. TREASURER'S REPORT

Treasurer Bobbie Grimm shared the Treasurer's Report for End of Fiscal Year 2014-2015 explaining some of the line items that were over their budgeted amounts for the year (CPEA Special Projects and Public Relations CPEA). Bobbie reminded the BLRs that each BLR receives \$50 to spend for food & drink for member meetings.

Cheryl Bissmeyer made a motion to accept the Treasurer's Report for End of Fiscal Year 2014-2015. John Huntsman seconded the motion. There was no discussion. Motion passed.

Bobbie passed out and discussed the Tentative Budget for the 2015-2016 Retreat. Jo Roten made a motion to accept the Treasurer's Report for End of Fiscal Year 2015-2016. Elisha Conrad seconded the motion. There was no discussion. Motion passed.

V. PRESIDENT'S REPORT

President Paul Palomba introduced OEA Labor Relations Consultant (LRC) Sarah Drinkard to the BLR. She reviewed protocol CPEA members should follow with the building representatives. Members with a question or concern should first contact their building representative, then contact Paul or Lynne at the CPEA office rather than contacting Sarah directly at the OEA office. If Sarah needs to be involved she will be contacted by Paul. Because it is a negotiations year Sarah will be working with the MAC to help get them ready for what is anticipated to be a tenacious negotiations. She strongly encourages ALL CPEA members to get interested and involved in the Association.

Sarah addressed unhealthy and unsafe working conditions which some members are being harassed about by some administrators. She advised building representatives to tell their members to follow the directives of the administrator, but if it is in direct conflict with the contract, contact Paul and Lynne at the CPEA office AFTER following the administrator's directive, otherwise the member(s) can be written up for being insubordinate.

Sarah discussed the pending grievance dealing with period sub pay which was supposed to go to arbitration on August 27 but the administration's attorney wanted to resolve this. The counters have been going back and forth and the grievance is still unresolved.

The dress code issue in our district is to the point that if it does not get resolved Sarah will file an Unfair Labor Practice (ULP).

Sarah reported House Bill 70 (HB70) greatly impacted Youngstown City Schools essentially running the district like a business. A high-paid CEO was appointed to run the schools. Sarah strongly encouraged CPEA members to "like" the Youngstown EA Facebook page as a show of support and solidarity for our colleagues.

Paul asked the BLRs to strongly encourage new teachers in their buildings to attend the New Teacher Dinner at Tozzi's Restaurant on Thursday, September 10. New teacher meetings will also be held throughout the year at the CPEA office (check out the flyer or upcoming issues of PACE for upcoming meeting topics. Any CPEA member (you do not have to be a new teacher!) is invited to attend if the meeting topic is of interest.

Paul discussed that this is a negotiations year and the high level of confidence he has in the negotiations team. This being said he is well aware this does not mean it will be an "easy" negotiations. It will take all 700+ members having their voices heard to end up with a negotiated agreement the membership will support.

CPEA member Darren Furno discussed Remind which is a free, safe and simple messaging tool teachers can use to share important updates and reminders with students and parents via text, email or using the Remind app. All personal information is kept private. Your cell phone number is never seen. Building reps are asked to set up Remind groups in their buildings with their members for specific groups (by grade level bands for example) to receive messages by CPEA as necessary. Paul said members will not be inundated with unnecessary messages.

President Paul Palomba reported he and Vice President Lynne Watson have been in discussion with administration about Evaluations and SLOs. All CPEA members will again be evaluated this year.

Paul discussed the history of HB70 with the BLRs. Canton City is in year 1 of HB70. If the district receives 2 more years of "F" grades on the state report card we would come under state control as Youngstown has. The bill is under attack and could be reversed but it is a long road to change law once it is on the books.

Paul explained some members are getting a smaller amount in their paycheck because the STRS pickup was increased from 12-1/2% to 13% and our health care premium also increased. The 27 pays will occur next year not this year due to a grievance filed by the OAPSEs.

VI. VICE PRESIDENT'S REPORT

Vice President Lynne Watson thanked BLRs for taking on the important role of Building Representative. She discussed the role of the Building Representative. One critical task the BLRs perform is meeting with members and building administrators.

VII. COMMITTEE REPORTS

1. GRIEVANCE – Lynne Watson reported 17 grievances were filed last year dealing with the following contract articles: Job Security, Progressive Discipline and Evaluation. Lynne told the BLRs to be aware of these articles within the contract if violations are occurring, especially this year since it is a negotiations year. The BLRs received a printout on the Grievance Procedure which is direct contract language. Lynne also reviewed Weingarten Rights with the BLRs and told them to go over these Rights with their teachers.

2. MEMBERSHIP – Sandy Rosetta went through the process of completing the membership forms with the BLRs.

3. LEGISLATIVE – no report

4. NEGOTIATIONS – no report

5. SCHOLARSHIP – no report

6. PUBLIC RELATIONS – no report

7. TEACHER WELFARE – Mary Vretas reported the new teacher welcome dinner will be on September 10 at Tozzi's Restaurant. ELT & BLR members are also invited.

Tonya McKay asked BLRs to ask their teachers to wear their new black CPEA shirts they received last May for Teacher Appreciation Day every Monday as a sign of solidarity.

8. PROGRAM –no report

9. CONSTITUTION/ELECTIONS – no report.

10. PACE – no report

11. BUDGET/FINANCE –no report.

12. LPDC/INSERVICE – no report

13. CPEA RETIRED – no report

14. UNISERV – no report

15. BUILDING & FACILITIES – no report

16. MAC COMMITTEE – no report

17. CARE TEAM – no report

18. AUDIT COMMITTEE – no report

VIII. NEW BUSINESS – no report

IX. ADJOURNMENT –Dee Weber made a motion to adjourn the meeting. Cheryl Bissmeyer seconded the motion. Paul Palomba adjourned the BLR meeting at 7:07pm.

Respectfully Submitted,
Patt Tercek
CPEA Secretary